

INCOME CONTINUATION INSURANCE SUPPLEMENTAL COVERAGE STATE EMPLOYEES

**Open enrollment for supplemental ICI coverage will be
February 21 – March 11, 2005**

You are eligible to voluntarily enroll in the Income Continuation Insurance (ICI) supplemental coverage option. ICI provides replacement income for short- and long-term disability, normally up to age 65. For most employees, the dollar amount of ICI disability benefits is 75% of the base pay in effect for the last completed pay period prior to the date the disability began, as determined by the third party administrator (currently Broadspire). For the UW Faculty plan, payments are based on 75% of the reported WRS earnings, rounded to the next higher thousand, in the calendar year prior to the date disability begins.

You are eligible to enroll in supplemental ICI coverage because you have estimated annual earnings exceeding \$64,000--the maximum salary level insured by the ICI plan. In addition, enrollment for supplemental ICI coverage requires that you are currently enrolled under the ICI plan or have a coverage effective date on or before April 1, 2005.

Supplemental ICI coverage is effective April 1, 2005. The employee pays the entire premium for the supplemental ICI coverage—there is NO employer share for the supplemental ICI premium. Because the employee pays the entire supplemental ICI premium amount, any ICI benefits paid above the \$4,000.00 level (maximum benefit for earnings of \$64,000) are not taxable.

The premium rates are based on the premium category or elimination period in which you are currently enrolled. If you elect supplemental ICI coverage, you must insure your entire salary above \$64,000 to a maximum of \$120,000; there is no partial coverage.

Should you fail to apply for supplemental ICI coverage on or before March 11, 2005, you will only be eligible to apply for supplemental ICI coverage on an annual basis (concurrent with the annual deferred enrollment period in January of each year). You may not apply through Evidence of Insurability (EOI).

If you wish to enroll for supplemental ICI coverage, you must complete and submit an *Income Continuation Application* – State Employee Form (ET-2307), which you may obtain from the _____ Human Resources Office by calling _____ or e-mailing at _____. **Applications received by your employer after March 11, 2005 will not be accepted.** (Bold this last sentence)

If you have any questions concerning ICI and supplemental ICI coverage, or if you would like an ICI booklet and/or application, please contact _____.

More information on ICI benefits, premium rates and a PowerPoint presentation on supplemental ICI coverage may be found on the Department of Employee Trust Funds website at <http://etf.wi.gov>.